

# on the GREEN

A biweekly publication for Gallaudet University staff and faculty

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## Program will develop leadership skills

A critical lack of training programs to help professionals from the deaf community develop leadership skills has led Gallaudet's Department of Administration and Supervision to take steps toward remediying the situation.

Beginning next summer, the Executive Management Program will be launched for deaf and hearing professionals who work within the deaf community. The one-year, 19-credit program is based on the concept that participants will best learn the traits of dynamic leadership by working directly with seasoned professionals who are employed in deafness-related fields.

The program is being developed by Administration and Supervision Chair Bill Marshall and Dr. Frank Duffy, a professor in the department, on the direction of Gallaudet's Board of Trustees. Also assisting with the pro-

gram is Dr. Ann Davidson-Powell, professor, and Dr. Vera Follain-Grisell, assistant professor, both of Administration and Supervision.

Duffy said that the Executive Management Program takes over where the former National Leadership Training Program (NLTP) left off. That program, administered by California State University, Northridge, began in 1970 and was a success, but it ended several years ago due to a lack of funding.

Dr. Marshall and Duffy arrived on the name of the program because it conveys a new sense of vitality. "In our field, the word 'leader' is tired—nobody wants to be a follower," said Marshall. "Yet the most effective way to learn leadership is through 'followership'—If you have refused to follow others, then by what logic do you expect them to follow you?"

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## Staff go airborne for campus photos

It's a bird! It's a plane! No, by gosh, it's Ron Reed strapped to the side of a helicopter!

That's right. The helicopter that so many people noticed circling the Gallaudet campus for more than an hour

November 3 held Reed and John Mullen, both of the Department of Television, Photography, and Educational Technology, and Chun Louie, supervisor of Photo Services in the Department of Publications and Production.

And, of course, the helicopter pilot. Reed, television production manager, was the one sitting halfway out of the helicopter, peering through the lens of a video camera. Louie was behind him taking still photographs. And Mullen, senior producer/director, sat up front watching a monitor and telling Reed through a radio headset what adjustments to make as he taped.

Footage from the flight will be used in a video about the building of the Gallaudet University Kellogg Conference Center. That video is being produced by Jeff Murray, an assistant

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Ron Reed prepares to be carried aloft.



Photographer Chun Louie captured this view of campus from a helicopter November 3.



KDES Principal Nancy Rarus addresses the school community at a November 8 tree planting ceremony held in memory of the Oklahoma City bombing victims.

## Memorial held for Oklahoma victims

Francis of Assisi.

Gianotti's first grade class presented an ASL poem created by teacher Janet Weinstock, with students' assistance.

Fernandes and Rarus then took turns covering the roots of the tree using the same shovel that had been used in the ground breaking ceremony for the KDES building. "This winter, watch this dogwood tree," Rarus told the group. "This spring it will welcome you back to school. It will help you remember."

Rarus thanked Gianotti, Weinstock, and Sherry Duhon, director of the University's Visitors Center and assistant director of Public Relations for their involvement in the ceremony.

"When we look at the tree," Gianotti said after the ceremony, "we will remember the children in Oklahoma. We want the people there to know that we care and we haven't forgotten."

## Bison filmed for TV special

Judging from the camera crew that spent the week of October 30 to November 4 on campus filming, many people may have wondered if the University had changed its name from Gallaudet to "Gallywood."

The crew, from NFL Films, was at Gallaudet to shoot footage for its "Football America" special that is expected to air sometime around Thanksgiving 1996. (NFL Films, based in Laurel, N.J., is not affiliated with the National Football League.)

According to an NFL Films spokesperson, the football special isn't so much about the game itself but about the wide variety of Americans who participate in football.

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The dogwood tree was purchased with donations from the KDES community. Coordinator of Family Education Leslie Proctor assisted in the effort by making collection jars available to parents who came to the school last spring to discuss their children's Individualized Education Plan (IEP).

Vice President for Pre-College National Mission Programs Jane Fernandes and KDES Principal Nancy Rarus officiated at the tree planting ceremony. "By planting this tree, we are planting hope," said Dr. Fernandes. "Hope that the memory of the children in Oklahoma City will never be forgotten; hope that from this tragedy, new life and understanding will grow."

"Where there is hatred let me sow love; where there is injury, pardon ... where there is despair, hope," Rarus read from a prayer by Saint

## Mentors, protégés benefit from match

continued from page 1

So we call it 'executive management,' which is the art of putting together the physics of management and the chemistry of leadership."

The program will team up participants—referred to as protégés—with mentors—administrators working in nonprofit agencies serving the deaf community. Mentors and protégés will be matched very carefully. Instrumentation and temperament analyses will be used to pair mentors with protégés.

"Mentorship cannot be forced, it must be simpatico," Marshall explained, adding that the relationship is expected to extend beyond the end of the training program. "That is the key to the program's success," said Marshall, "that it is not just a temporary arrangement. Effective mentoring relationships last from five to eight years, according to the literature in the field."

The program begins with a six-week summer session of coursework designed to increase protégés' leadership knowledge and skills. The courses will be taught by professors from various departments at Gallaudet as well as University administrators. The protégés then take an additional six credits of elective coursework in a college or university of their choice during the fall and spring semesters.

Also in the spring, the protégés will be assigned a mentor who works in an agency in the Washington, D.C., area, including Gallaudet.

Protégés will begin to interact with their mentors via personal visits and through telephone and Internet contact to prepare them for their second summer when they will return to Gallaudet for an eight-week mentorship. But the mentor relationship will continue after the program ends, with mentors and protégés staying in touch.

Protégés' progress will be monitored by the National Leadership on Mentoring, which, coincidentally, is based in Mentor, Ohio.

Some protégés who successfully complete the program will be automatically accepted in postgraduate programs in Administration and Supervision, providing they apply within two years, said Marshall. But the big advantage that protégés get from participating in the program is that they become dynamic leaders, strengthening their positions by establishing networks with other leaders in the field.

The mentors also get returns for their efforts, said Duffy. One, they get a boost in status among their peers that being a mentor brings. And they get the satisfaction of sharing with others the knowledge they have gained over the years.

Among the professionals who have endorsed the Executive Management Program is Philip Cronlund, superintendent of the New York State School for the Deaf, Rome. Cronlund said that with the passing of the NLTP, "it is certainly apparent that a new generation of executive managers needs to be prepared to provide the leadership that will be essential into the next century."

He added, "it is altogether fitting and proper that Gallaudet University design and implement a new leadership program," and remarked that he is "confident in its overwhelming success."

According to Follain-Grisell, the initial response by people who are interested in enrolling in the Executive Management Program has been quite positive, and a number of people have written, visited, or called the department to request applications.

Follain-Grisell has assisted in getting the program underway by assuring that its certification meets Gallaudet's Council of Graduate Education criteria. And on November 13, she attended the Midwest regional meeting of the Superintendents of Schools for the Deaf to discuss potential collaborative relationships that Gallaudet could develop with individual schools serving deaf and hard of hearing students. Follain-Grisell said that, like Cronlund, interest in the protege/mentor program is very high among the superintendents.

To help protégés pay tuition fees to take part in the program, Duffy has drafted a proposal for a three-year, \$540,000 grant from the U.S. Department of Education, Office of Special Education and Rehabilitative Services, which he will submit for consideration on December 8. Duffy said that if the grant is approved this spring, it could help 10 protégés each year pay tuition.

Applications for the Executive Management Program can be obtained from the Department of Administration and Supervision, Fowler Hall, Room 203, x5525, or e-mail Marshall at WJMARSHALL.



(From left) William Poston, Transportation Services driver; George Debrah, purchasing agent in Contracts and Purchasing, and Fred Kendrick, director of Business Services, receive 25-year service awards at Administration and Business's annual awards luncheon October 19. The program honored 62 employees with five to 25 years of service.

## Recent policy changes summarized

Gallaudet's Board of Trustees approved several policy changes to the University's Administration and Operations Manual at its October 27 meeting on campus. In addition, Gallaudet President I. King Jordan has approved revisions to several administration policies in the manual.

A summary of the changes follows:

### Board of Trustees' actions

- Consistent with the University's non-discrimination commitments, the board approved policy revisions that will extend certain benefits to an employee's registered domestic partner—both same sex and opposite sex. (The Personnel Office will be announcing procedures for registering a domestic partner.) Specifically, a registered domestic partner will be eligible for the same benefits as an employee's spouse for tuition waiver, tuition assistance, and dental insurance. A registered domestic partner also has been included as the spouse equivalent in the funeral leave and parental leave policies. However, federal health plans and life insurance plans will not recognize a domestic partner as the spouse equivalent.

- Eligibility for tuition waiver, tuition assistance, and educational assistance will now include part-time, regular status faculty and staff on a prorated basis. The amounts for educational assistance and tuition assistance have been increased to match Gallaudet's 1995-96 tuition rate. The term "dependent children" has been clarified for tuition waiver and tuition assistance as children of employees who are unmarried and dependent on the employee for more than half of his or her financial support.

- Extended temporary employees will no longer be eligible for tuition waiver, dental insurance, or long-term disability insurance. However, extended temporaries who are presently participating in any of these programs can continue to do so.
- The Gallaudet University Kellogg Conference Center has been eliminated from the requirements of the "Use of Facilities by Outside Organizations" policy.

- The "Protection Against Sexual Harassment" policy has been updated to reflect current titles and procedures.
- A new introduction to the *Administration and Operations Manual* has been approved.

### President's actions

- A registered domestic partner has

been added as a relative in the "Employment of Relatives" policy.

- Statements regarding parking fees have been added to the "Parking" policy.
- A section on family and medical leave acts has been added to the "Leave Without Pay" policy.
- A panel review has been reinstated to the "Dispute Resolution Procedures" policy.

Copies of the policy are currently being distributed to Gallaudet's department heads and libraries. The information can also be found under GOPHER on the campus VAX. Any questions regarding these policies should be directed to the Personnel Office.

## 'On the Green' moves

*On the Green*, the University's faculty and staff newsletter, has moved from the Office of Publications and Production to the Office of Public Relations.

Announcements, advertisements, and inquiries regarding news items and photographs should be directed to Todd Byrd, editor, Edward Miner Gallaudet Building, Room 105. Telephone and TTY calls should be made to x6101 or x5505; e-mail correspondence should be sent to TTBYRD.



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Gerald Reed (left), Region XI Council president of Blacks in Government, a nationwide organization, presents a certificate of scholastic achievement to sophomore Salafumilayoh Thorne, who received a scholarship from the organization. Sophomore Lena Daron (not present) also received a scholarship.

## First century of Dawes House noted

In commemoration of the 100th anniversary of the completion of Dawes House, one of Kendall Green's most historic structures, a tribute was paid to the building and its creator at an October 26 program in the Gallaudet University Kellogg Conference Center.

Researcher Douglas Bahl began his presentation with highlights of the fascinating life of Dawes House designer Olof Hanson, a Gallaudet alumnus (B.A. 1886, M.A. 1889) whose dual careers as an architect and a clergyman have earned him a place in the University's Hall of Fame.

Bahl, who graduated from Gallaudet in 1974 and is a professor of English and communication at St. Paul (Minn.) Technical College, has performed painstaking research on Hanson's life. Much of Bahl's research took place at the Gallaudet Archives, where many of the noted deaf architect's drawings are stored. He also interviewed one of Hanson's three daughters, Alice Jones, now deceased, and visited Faribault, Minn., and Seattle, Wash., where many of Hanson's buildings stand today—several of which are on the state's historical registers.

Bahl said that in the seven years Hanson spent in Faribault in the late 1800s, he designed 24 private residences, 18 stores and hotels, and 10 schools—most of them residential schools for deaf children.

In 1902, Hanson moved his family to Seattle after being offered the promise of a lucrative partnership with another prominent architect. He was commissioned to design close to 50 buildings over the next two decades—more than half of which are still standing. These include dormitories for the Washington School for the Deaf and Washington School for the Blind, and residences for professors at the University of Washington.

After World War I, the demand for new buildings dwindled and Hanson turned his energies to providing spiritual service to the deaf community, said Bahl. In 1924, he was ordained a deacon and five years later he was ordained as a priest in the Episcopal Church.

Also of note was Hanson's lifelong advocacy for the rights of deaf people. He was a charter member and president of the Minnesota Association of Deaf Citizens, Inc., and president of the National Association of the Deaf. In 1893 he persuaded the World Congress of Teachers of the Deaf to drop the word "asylum" in connection with schools for deaf students. And in 1908, he convinced President Theodore Roosevelt to amend national policies prohibiting the admission of deaf people to the Civil Service examination. When Hanson died in 1933, his widow, Agatha Hanson, an 1893 alumna of Gallaudet, established the University's Olof Hanson Outstanding Service Award.

Much of Bahl's lecture centered around a slide presentation of photographs he has taken of Hanson's buildings that remain in Faribault and Seattle and on photographs and drawings of Dawes House. Most of the buildings are characterized by turrets, towers, dormered roofs, high chimneys, and arched doorways and windows.

The first photo depicted a residence built in 1896 overlooking the Minnesota School for the Deaf that

today is in use as a bed and breakfast establishment named "Cherub Hill." It is one of four Hanson-designed residences on the city's historical register. Hanson's many contributions to the school's campus is reflected by the fact that the road encircling the school, Route 299, has been renamed Olof Hanson Drive. Bahl noted that this may be the only state highway named in honor of a deaf person.

Bahl showed another photo of a restored Faribault residence designed by Hanson that, ironically, is owned by a deaf carpenter. The owner, said Bahl, "was astounded" when Bahl informed him that his home was designed by the renowned deaf architect.

The impression that Hanson left upon Faribault was so great, said Bahl, that he is included in a textbook used in the city's public school system for elementary children to learn about Faribault's history.

Hanson's commission to design Dawes House came from Gallaudet's first president, Dr. Edward Miner Gallaudet, who met with Hanson in January of 1895 with a request to design a boys' dormitory. According to Bahl, Hanson dashed off a design on the spot. The plans were approved, construction began in the spring, and the building was completed by the time students returned for the fall term.

Bahl said that at an opening ceremony led by Dr. Gallaudet, the cornerstone was laid from the old Kendall mansion, which had been razed in 1877.

The building remained nameless until 1911, the year after the University's second president, Dr. Percival Hall, took office. Hall decided to name the dormitory after Senator Henry Dawes (R-Mass.), a member of the College Board from 1869 to 1903 and a strong advocate for Gallaudet who succeeded in getting Congress to appropriate funds for many buildings on Kendall Green.

Over the years, Dawes House saw a succession of uses—a dormitory for preparatory men, the Art Department, and the Tutorial Center. Today, the building houses the Department of American Sign Language, Linguistics, and Interpretation and the School of Communication's dean's office. Presently, there is a display in the lobby of Hanson's original design drawings for the building.

After Bahl's presentation, Agnes Padden, '47, a former Gallaudet student and assistant professor of English who retired in 1990, reminisced about Dawes House.

## University issues student suspensions

Three Gallaudet students have received five-year suspensions from the University after being found responsible by Gallaudet University Judicial Affairs of pulling a false fire alarm or intentionally activating a smoke detector.

All of the incidents took place in October, according to Bernard Holt, manager of the Department of Safety and Security, and Carl Pramuk, interim executive director of Student Development. Pramuk said that the students' responsibility in the incidents was established largely through information given to DOSS and Judicial Affairs by other students.

Anyone found responsible by Judicial Affairs for pulling a false fire alarm, purposely activating a smoke detector, or making a bomb threat is immediately suspended from the University for a period of up to five years.



Service award recipients from Mathematics and Computer Science are (from left): assistant professors Jean Shickel, 15 years, Florence Vold, 20 years, and Eleanor Hillegeist, 10 years; professor Harvey Goodstein, 25 years; and associate professor Gerald Daly, 30 years.

## Alumni share campus memories

*Editor's note: This story, and the article on the lecture by Douglas Bahl on Dawes House and its architect, Olof Hanson, which also appears on this page, were held over from the previous On the Green due to a lack of space. Both events took place during the GUAA's 35th Triennial Reunion.*

A huge outpouring of students and other interested members of the Gallaudet community came to Ely Center October 26 to learn—and laugh—with noted University alumni who shared personal memories of Gallaudet from an earlier era.

The activity, entitled "Back to the Future: Gallaudet's Past," was sponsored by the University Center. The presenters were Dr. Stephen Weiner, '78, G-'80, dean of the School of Undergraduate Studies; Dr. Donald Ammons, '74, a professor in the Department of Foreign Languages and Literatures; Dr. Mary Malzkuhn, '77, G-'79, chair of the Government Department; Eric "Malz" Malzkuhn, '43, deaf theater pioneer; Dr. Jack Gannon, '59, special assistant to the president, advocacy; and Francis Higgins, '36, professor of chemistry from 1948 to 1983. The master of ceremonies was Ken Glickman, author of *Deafinitions* and *Deafinitions II*.

Ammons and Weiner covered several areas of campus life in the 1970s.

Weiner recalled how he would bring his date back to Peet Hall, the dorm where all the girls lived. As a good natured act of defiance, he would make a point of kissing his date good night in front of a huge portrait of Elizabeth Peet, who was

well known for enforcing strict segregation between males and females during her reign as dean of women.

Ammons talked about her experiences living in Peet Hall and how she would have fun mocking the boys, who weren't allowed to come into the dorm and visit with the girls.

Higgins and Malz took the audience back to Gallaudet in the 1930s. These were days when the student body had many traditions, including hazing. Higgins recalled that the upperclassmen would make the freshmen boys run naked from the west side of College Hall to the end of Faculty Row and back to the east side of College Hall. Girls at Fowler Hall would leave their bedroom windows open so that they could catch a glimpse of the boys wearing nothing but their birthday suits!

Malz also talked about hazing days—which he had to endure as a prep student. But he got even by heading hazing week himself for three consecutive years after his prep year.

Gannon explained the history behind the Gallaudet Mace. He also told the story of the famed iron dog. A real dog, named "Diamond," which belonged to John B. Wright, boys' supervisor from 1876 to 1890, was so beloved by everyone that when the dog passed away, the entire campus mourned its loss. Wright found an iron dog that looked exactly like Diamond at a pawn shop on H Street and bought it for the college. For years, it sat in front of old Fowler Hall. The dog served as a mascot, and each graduating class would pose for pictures with it. Today, the iron dog can be seen in the President's Office in College Hall.

"People truly loved this workshop—I could see the delight in their faces and how they absorbed all the stories," said Stefanie Ellis, a student development assistant at the University Center. Ellis said she thought up the idea because she wanted an activity where Gallaudet's rich history could be told first-hand by an older generation to a younger one.

"I felt that since homecoming weekend was around the corner, and since I love Gallaudet's history, why shouldn't people gather round and enjoy some facts and stories?", said Ellis. "After all, it is important for students as well as everyone else to recognize the fact that we are part of a truly special heritage."

## Posters illustrate support services

Students from Gallaudet's new First Year Seminar classes stepped into the limelight October 17 with a poster display and competition in the Ely Center Multipurpose Room that showcased the many support services the University offers its students.

First Year Seminar is an elective course designed to help students develop the skills they need to complete their bachelor's degrees and to help them understand the meaning of a liberal arts education. One key element in the program is to expose students to the many support services available to them on campus.

"The course is similar to many courses at other universities," said Dr. Catherine Andersen, coordinator of freshmen studies. "Students who successfully complete these courses stay in school and make more academic progress than their peers who do not enroll in such courses."

After running two pilot courses last year, Gallaudet has 24 sections of First Year Seminar with close to 300 students enrolled in them this fall.

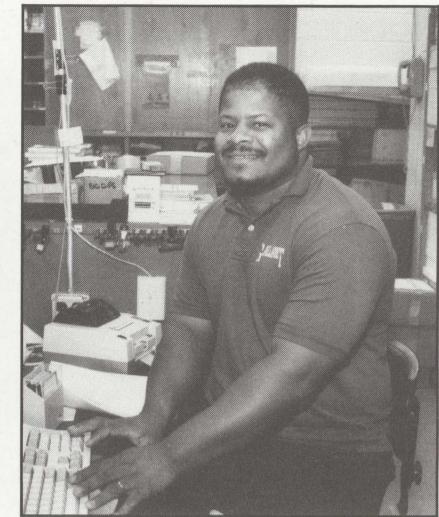
The poster competition was the culmination of the first unit (University Resources) in First Year Seminar. In another unit (General Education and Majors), students will meet with faculty and upperclass students to learn how general education requirements are related to the liberal arts, how they relate to majors, and how they will benefit students now and in the future.

"We believe that First Year Seminar cannot succeed without participation and support from all campus units. First Year Seminar is really not a course, but a concept," said Andersen.

The poster competition challenged students to learn all about Gallaudet's campus community and to share that information with their peers.

Each First Year Seminar class was divided into four student groups. Each group was assigned different campus units to research, such as the Health Promotion and Education unit, Audiology, Financial Aid, Student Accounts, Counseling, and the *Buff and Blue*. The students prepared interview questions, made appointments, and interviewed staff, faculty, administrators, and upperclass students to gather the information to prepare a poster, brochure, and presentation about their assigned units.

"It was fabulous!" said Maria Waters, assistant coordinator of freshmen studies. "The students learned so much from the presentations." For example, she said, many students who went to the computer services display found they were unaware of many of the shuttle and other services available to them. In addition, the Career Center has added one group's brochure about its services to the display its personnel use whenever they speak in classes or off campus about the Career Center and its services.



Gallaudet University Press employees who recently received service awards are Ivey Wallace, managing editor, 15 years, and James Yeager, inventory control technician, 10 years.

## Aerial photos taken of Kendall Green

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producer in Television, Photography, and Educational Technology.

The tape and photos will also be used in various campus publications and productions, such as recruitment brochures and the undergraduate and graduate catalogs. Reed also may use some footage in a video he is producing for the Visitors Center.

Taping from a helicopter is not new to Reed. He did it for the TV news magazine "Deaf Mosaic," which ended production last June. But this was the first time he'd used a helicopter equipped with a mount to keep the camera still. As a result, the footage, according to Reed, "is much better than anything we've had before."

Taping over Gallaudet poses some unique problems, according to Reed, because it's on the edge of a "no fly" zone. Because the University is so close to the U.S. Capitol building, the White House, and the Pentagon,

which are all in restricted air space, the pilot must file a flight plan and be very careful not to cross boundaries into restricted zones. This limited the angles that Reed and Louie could get in their viewfinders.

One boundary the pilot could not cross was K Street, NE, which meant he couldn't go too far from the front of the campus for a shot of Chapel Hall. "We were able to get footage with the Conference Center in the foreground and the U.S. Capitol in the background, but not the reverse," said Reed.

While Reed is pleased with the results of the venture, he sees room for improvement. An ideal opportunity would be for the crew to tape from a dirigible, such as the one that tapes Redskins games. The blimp doesn't have the vibration of a plane or helicopter so it yields a better quality product.

Reed estimates that it's been 10 years or more since the University's TV crew or photographer went after aerial shots of the campus. But they hope to do it again this spring or summer when the trees are in bloom and Chapel Hall is unencumbered by scaffolding.

## Gallaudet included in football feature

*continued from page 1*

The executives at NFL Films included Gallaudet in the special because they wanted the viewing public to get a closer look at the student athletes who play football at one of the world's premier universities for deaf and hard of hearing students.

Other subjects of the special include a 60-year-old man who plays semiprofessional football in Los Angeles, Calif.; prison football in Pennsylvania; peewee football in Ohio; a six-man football team from a Texas high school—where eight students made up the last graduating class; a high school in Alaska whose home field is on a glacier; and a husband/wife coaching team at a Mississippi junior college.

In order to show this "slice of life" approach to football at Gallaudet, the film crew caught the Bison players not only in practice, but in class, at the library, and in the dorms. Interviews were held with football players, coaches, and with Gallaudet President I. King Jordan.

The crew shot 60 rolls of film during the week and another 50 rolls of film during the Bison's game against Williamson Trade School on November 4.

No decisions have been made on which network will air the special, although talks have reportedly taken place with the TNT network.

## Classified Ads



Among the winners of First Year Seminar's poster and presentation contest are (from left): Tiffany King, Bev Angeles, Shannon Kennedy, Heath Curry, and Marina Lavelle.

## Students match wits in College Bowl

Gallaudet's brightest undergraduate students will match wits December 1 in the annual College Bowl, billed as "the varsity sport of the mind."

The winning team will represent the University July 3 in Portland, Ore., at the National Association of the Deaf's convention. There, Gallaudet students will engage in a battle of the brains with teams from California State University, Northridge, and the current trophy holder, the National Technical Institute for the Deaf. Gallaudet captured the College Bowl trophy in 1990 and again in 1992, but NTID plucked it away in 1994, so Gallaudet will be out to regain bragging rights.

In addition to being enormously popular both at Kendall Green and at the National Association of the Deaf (NAD) fun and excitement it brings to contestants and observers alike, the College Bowl is a valuable public relations tool. It promotes esprit among the competing colleges, enhances the visibility of universities serving deaf

and hard of hearing students, and showcases outstanding students at the participating schools.

At present, Gallaudet has six teams registered for the campus competition, which takes place at 7 p.m. in Ely Auditorium.

Teams will be presented questions in the categories of art and literature, history, math, geography, science and nature, sports and leisure, deaf heritage and deaf culture, and entertainment. Each team has 25 seconds to answer each question.

The Gallaudet College Bowl is sponsored by the Office of the Vice President for Academic Affairs and the Student Life Office. The event was planned by Dr. Pat Johanson, associate professor in the School of Management and coach of Gallaudet's last two teams at the NAD convention, Dr. Stephen Weiner, dean of the School of Undergraduate Studies, Mike Wallace, University Center director, and Sharon Hayes, University Center assistant director.

**Classified ads** are published for Gallaudet faculty and staff. Ads must be submitted to *On the Green*, EMG, Room 105. In compliance with the Education of the Deaf Act of 1992, as amended, payment of \$1 per ad per week must accompany each ad. Ads received November 20-24 will be posted on-line November 27 and printed December 4.

**FOR SALE:** 1986 Mustang LX, 2 dr., good cond., new tires, 115K, \$800. Call (301) 572-5095 or e-mail JLSHICKEL.

**FOR SALE:** 1990 Chrysler Fifth Avenue, leather, all power, AC, cruise, cassette, perfect cond., 89K mi., \$7,500. Call Elaine, x5288, or e-mail HR\_EVANCE.

**FOR SALE:** Deaf Culture Festival '95 magnets, \$1 ea. E-mail CJSADOSKI.

**FOR RENT:** 1-floor apt. in Silver Spring, Md., home, large family room and BR, BA, cable TV, furnished, share kitchen, must have own trans., \$400/mo. incl. util. Call (301) 431-4131 or e-mail TBHANSON.

**FOR SALE:** Twin bed w/frame, 2 beige sleeper chairs, 2 children's chairs. Call Dorothea Popcev, (301) 588-7591 days or (703) 451-9694 (TTY) after 7 p.m.

**FOR RENT:** 3-BR townhouse to 2 nonsmoking roommates, kitchen priv., W/D, must like cats, near Van Dorn Metro, \$400/mo. for larger room and \$315/mo. for smaller room, incl. util. Call (703) 313-9114 (TTY).

**FOR RENT:** 1-BR apt. in New Carrollton, Md., den, new carpet and refrigerator, pool, 1/2 mile to Metro, \$575/mo. Call Frank Turk, (301) 249-8243 (V), (301) 249-4375 (TTY), or e-mail FWTURK.